



# Utah



Spring 2011



## Message from the State Chairman

I like change. It excites and energizes an organization, and we have just been energized.



Bart Davis

Our mission has been expanded recently. It still includes our traditional role as outlined at the bottom of this page, but it now includes the Employment Initiative Program. The EIP charges us with the additional task of also being an agency that facilitates employment for those who are serving or who have served this country in uniform.

We are energizing our full-time and volunteer force to seek out opportunities and relationships that will afford our great Servicemembers the training, experience, and confidence to find and secure employment.

We are also expanding our committee and partnering with local, state, and federal businesses and agencies to focus on connecting employers with the talented pool of current and prior-service military members and spouses.

This program includes training and educational opportunities for those seeking employment to present themselves to prospective employers in the best possible light. It also educates and encourages employers to take advantage of the positive attributes that Servicemembers bring to the workplace.

Hiring a Servicemember simply makes good business sense. They are disciplined and skilled workers who display pride, maturity, leadership, and professionalism in what they do. They understand mission accomplishment and make it a priority to get results, all while displaying a strong work ethic.

ESGR Utah is excited and proud to be a part of EIP. By assisting Servicemembers in gaining and maintaining

employment, we will bring value for both employees and employers.

I encourage every employer receiving this newsletter to visit [www.esgr.org/site/eip.aspx](http://www.esgr.org/site/eip.aspx) and [www.employerpartner-ship.org](http://www.employerpartner-ship.org) to explore the benefits your organization can receive from employing those who have served this great country.

Please take a few minutes and review the **Top Ten Reasons to Hire Members of the Guard and Reserve**, printed on page 12 of this newsletter.

I wish you all well and look forward to the new opportunities we share.

## Event Calendar

- May 10 - Military Advisory Council Meeting
- June 8 - Executive Committee Planning Meeting
- Sept. 13 - Military Advisory Council Meeting
- Sept. 14 - Executive Committee Planning Meeting
- Sept. 19-23 - ESGR National Freedom Award Week

## On the Web

- ESGR Utah Newsletters: <http://bit.ly/fmzTHI>
- ESGR Utah Web Site: <http://bit.ly/go0YrP>
- The Latest Photos: <http://bit.ly/eQooPP>

## Inside this Issue

Chairman's Message/Event Calendar.....	Page 1
ESGR Utah in the News .....	Page 2
Out and About .....	Page 5
Annual Conference .....	Page 9
Top 10 Reasons to Hire a Veteran .....	Page 12
Tips and Info .....	Page 13

ESGR is a Department of Defense agency established in 1972. Its mission is to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law and resolving conflicts through mediation.

## Nucor Nominated for Employer Support Freedom Award

BRIGHAM CITY — Employer Support of the Guard and Reserve (ESGR), a Department of Defense agency, announced that 51 Utah Guard and Reserve Servicemembers nominated their employers for the 2011 Secretary of Defense Employer Support Freedom Award.

The Freedom Award is the Department of Defense's highest recognition for employers showing exceptional support to their Guard and Reserve employees. ESGR received 4,049 nominations from Guard and Reserve members across the nation, a 64 percent increase over last year's total.

Nucor Building Systems of Brigham City had multiple nominations for the honor.

Nominated employers demonstrate support through initiatives such as continued benefits, differential pay and family assistance.

The 2011 recipients will be announced this summer and honored in Washington, D.C. at an award ceremony on September 22, 2011.

— *Box Elder News Journal*, March 23, 2011

## Garkane Energy Receives the Seven Seals Award

ST. GEORGE — In its quarterly board-of-directors meeting, the Loa-based Garkane Energy Cooperative, Inc., was recognized Jan. 25 by ESGR Utah with a Department of Defense Seven Seals Award for the assistance it gives deployed Servicemembers living in their Central Utah and Northern Arizona coverage area.

The Seven Seals Award is presented to organizations who demonstrate exceptional leadership and initiative in supporting the men and women who serve America in the National Guard and Reserve.



When it comes to assisting its customers, Garkane Energy is a co-op with a mission. Recognizing the undue financial hardship that many local families face when their Servicemember is called to active duty, Garkane offered a credit, reducing monthly residential electric bills of Servicemembers by 50 percent. The credit is intended to remain in force for the duration of deployment.

Citizen-Soldiers of the National Guard and Reserve play a major role in defending this country. Nationally, their numbers represent more than 50 percent of the total U.S. military. Many units are now experiencing their third deployment.

In recognizing the need to assist its Citizen-Soldiers, their families and employers, the Department of Defense established ESGR to develop and promote a common well-being, establish awareness of the law and recognize employers and other organizations who go above and beyond in supporting military service.

Making the Seven Seals Award presentation were ESGR Utah committee members Earl Slack, Dallin Nielsen, Mel Osborn, and Family Support directors Shelly Cox and Erin Henrie. Receiving the award on behalf of Garkane Energy was Carl Boyd, Jr.

— *Wayne County Insider*, Feb. 3, 2011



## Patriot Award for Park Ranger

SPRINGDALE — The Patriot Award was presented to Meri Sias, Kolob Canyons District ranger at Zion National Park by Wes Peterson of ESGR Utah Jan. 12.

The award is given by the Department of Defense in recognition of employers for practicing leadership and personnel policies that support employee participation in the Guard and Reserve.

Specialist Chris Bradford, 2-211th Aviation Battalion, Utah Army National Guard, nominated his supervisor for the award.

— From *KCSG.com*, Jan. 13, 2011



## ESGR Utah In the News

### ATK Honored as Patriotic Employer

BRIGHAM CITY — The National Committee for Employer Support of the Guard and Reserve honored ATK and Live Area Inspection manager Kary Hansen as patriotic employers Feb. 1 at the ATK Aerospace Systems Promontory facility.

Norman Nelson, a military outreach specialist with ESGR Utah, specifically recognized support provided to Carey Wilkerson, an ATK quality technician, who also serves as a paralegal noncommissioned officer in the U.S. Army Reserve.

"With so many deployed, it can be tough on companies," said Nelson. "It is awesome to see companies that go out of their way to make sure these Reservists are taken care of and have a job to come back to."



With nearly 18 years of military service, Wilkerson has been called upon multiple times for duty, sometimes with only ten days of advance notice to ATK. In his military role, Wilkerson assists deployed troops with establishing wills, powers of attorney, and other legal matters.

Hansen stated the obligation exists to support those who are deployed.

"It is because of the men and women in uniform that we are free to do what we do," he said.

— Aerospace News, Feb. 25, 2011

### Smith Honored by Guard

SALINA — Robinson Transport in Salina has been paying an average of \$735 per month for area Soldiers who have been deployed. The company has done this through several deployments dating back nearly a decade for Soldiers who work for the company—nine in all. Those who have been deployed have also received \$1,000 upon the completion of a deployment.

Lorraine Smith, sister to Kim Robinson, president of Robinson Transport, has helped in implementing the incentives given to Soldiers who work for the company.



ESGR Utah presented her an award Feb. 8 for her efforts to help Soldiers and their families while deployed.

"Lorraine is a very caring person to those in uniform," said SFC Shane Barrow, who works at Robinson Transport and is also a member of Utah National Guard's 2-222nd Field Artillery. The Triple Deuce is currently gearing up for a deployment later this year.

— Richfield Reaper, Feb. 26, 2011

### UDOT Receives Patriot Award

PAROWAN — The ESGR Patriot Award was presented to Shane Williamson of the Utah Department of Transportation Jan 31.

Specialist Scott R. Mackelprang, of the Utah Army National Guard's Cedar City-based Headquarters Battery, 2-222nd Field Artillery, nominated his supervisor for his outstanding support of the Guard and Reserve.

— From KCSG.com, Feb. 2



## Skywest Airlines Receives ESGR Patriot Award

ST. GEORGE — The Patriot Award was presented Dec. 15 to SkyWest Airlines by the Department of Defense's Employer Support of Guard and Reserve in recognition of its leadership and personnel policies that support employee participation in the Guard and Reserve.



Wayne Wignall, maintenance manager for SkyWest, received the award. He was nominated by SkyWest employee William Ludwick, of Beaver, who is a member of Charlie Battery, 2-222nd Field Artillery.

Ludwick was away at military training in Texas and was unable to be present as ESGR Utah representatives Dallin Nielsen, Mel Osborn, Shelly Cox, and Erin Henrie presented the award to Wignall.

SkyWest Airlines, headquartered in St. George, employs more than 10,500 employees in 146 cities across 39 states, six Canadian provinces and one city in Mexico, and it operates more than 1,500 daily flights.

— From KCSG.com, Jan. 29

## Hospital Lab Manager Hancock Recognized by the Military

PAYSON — Mike LaGiglia, laboratory medical technologist at Mountain View Hospital, retired from the Utah Air National Guard Nov. 25, after nearly 40 years serving the United States and three stints in war.

LaGiglia most recently served in Afghanistan, and he also spent time in Iraq.

While LaGiglia was away on active duty, his manager at Mountain View Hospital, Steve Hancock, did his best to help LaGiglia serve our country, including keeping his job safe. Hancock would check in on LaGiglia's wife from

time to time to see if she was doing okay, and he went out of his way to see that LaGiglia could serve without worry.

"It was monumental for Steve to do what he did," LaGiglia said. "It meant so much to me that he would do things like that."

LaGiglia nominated Hancock and Mountain View Hospital for the Patriot Award given by ESGR. This award recognizes employers who go above and beyond the legal requirements for granting leave to and supporting employees who are serving in the military.

"I've been a part of a workforce that wasn't fully supportive of military personnel on active duty," says LaGiglia. "Then I came to Mountain View Hospital and it was completely different. I appreciate the support the hospital has given me."

Above and beyond the legal requirements is exactly what Hancock and his staff did. On several occasions, LaGiglia's co-workers would cover shifts for him. They would also send care packages to him.

Hancock knew that LaGiglia's job was worth saving for him while he was deployed. Hancock felt a connection with LaGiglia from the day they first met.

Hancock was a member of the National Guard for several years and understands the commitment it takes to serve.



"I was in the National Guard and knew when I hired him that it would be hard while he was gone," Hancock recalls. "I knew that Mike was a special person and needed to keep him on my staff."

John-Michael Zimmerle, an employer outreach specialist for ESGR Utah, presented the award to Hancock.

"Steve Hancock is a star," said Zimmerle. "Steve has truly supported Mike in his military duty."



## Out and About



Photo courtesy of Dennis Johnson

Dr. Susan Terry, of University Health Care, receives Patriot Award from Dennis Johnson, Military Outreach coordinator for ESGR Utah Dec. 28.

**SALT LAKE CITY** — University Health Care's Dr. Susan Terry received the Patriot Award Dec. 28 from ESGR Utah's Dennis Johnson in a ceremony at the University of Utah.

Terry was nominated by employee Lt. Col. (Dr.) Walter Townsend, a member of the 191st Air Refueling Squadron of the Utah Air National Guard.



Photo courtesy of Morty Jenkins

Morty Jenkins, Cache County Sheriff G. Lynn Nelson, and SPC Clay Moultrie, 2-211th Aviation, at a Patriot Award ceremony Dec. 3

**LOGAN** — A Patriot Award was presented Dec. 3 to G. Lynn Nelson, Cache County Sheriff, for his support of his employees in the Guard and Reserve.

ESGR Utah Region 1 volunteer Morty Jenkins presented the award to Nelson, who was nominated by SPC Clay Moultrie, 2-211th Aviation, Utah National Guard, for supporting him in his military duties.



Photo courtesy of Linda Higgins

David Nappi, supervisor; SSG Ryan Oldaker; Chris Lopez, supervisor; and ESGR Utah volunteer Linda Higgins at Patriot Award at ASML Dec. 9

**LEHI** — ASML, a worldwide provider of lithography systems for the semiconductor industry, is where SSG Ryan Oldaker, 2-285th Aviation, Utah National Guard, is employed. He nominated supervisor Chuck Lambson for the Patriot Award.

Receiving the award on Lambson's behalf were ASML supervisors David Nappi and Chris Lopez. ESGR Utah Region 3 volunteer Linda Higgins presented the award to Nappi and Lopez Dec. 9.



Photo courtesy of Wes Peterson

Wes Peterson; ISG Brett Allred; Lt. Brad Spencer, Iron County Jail; SPC John Englestead; and LTC Brad Fuller at a Patriot Award presentation Jan. 12.

**CEDAR CITY** — Specialist John Englestead and ISG Brett Allred, both of the 2-222nd Field Artillery, Utah National Guard, and both employees at the Iron County Jail, nominated supervisor Lt. Brad Spencer for the ESGR Patriot Award.

ESGR Utah volunteer Wes Peterson presented the award to Spencer Jan. 12 with 2-222nd commander



Photo courtesy of Wes Peterson  
Left to right, LTC Brad Fuller, Crystal Johnson, Lesli Riggs-Arnold, ILT Rylee Munn, and Wes Peterson at a Patriot Award presentation Jan. 18.

**CEDAR CITY** — Lesli Riggs-Arnold, of Southwest Behavioral Health Center, received the Patriot Award Jan. 18.

First Lieutenant Rylee Munns, of the 2-222nd Field Artillery, Utah National Guard, nominated Riggs-Arnold for the award, which was presented by Wes Peterson and Crystal Johnson, of ESGR Utah, and LTC Brad Fuller, commander of the 2-222nd.

"I would like to see Lesli recognized for encouraging and supporting me through all of the training and deployment," wrote Munn in his nomination.



Photo courtesy of Dennis Johnson  
Dennis Johnson presents a Patriot Award to Nathan Fauschou at the LDS Distribution Center Dec. 16

**SALT LAKE CITY** — Eleisha Villarreal, an employee at the LDS Distribution Center, nominated supervisor Nathan Fauschou for a Patriot Award for his support during her husband's deployment of 141st Military Intelligence Battalion.



Photo courtesy of Wes Peterson  
Wes Peterson, ILT Jeff Quarnberg, East Elementary Principal Steve Burton, Crystal Johnson, and LTC Brad Fuller at a Patriot Award event Jan. 12.

**CEDAR CITY** — First Lieutenant Jeff Quarnberg, Charlie Battery, 2-222nd Field Artillery, Utah National Guard, nominated Steve Burton, principal of East Elementary for a Patriot Award.

Wes Peterson, of ESGR Utah, and Crystal Johnson, of the Cedar City Family Assistance Center, and LTC Brad Fuller, commander of the 2-222nd were present for the Jan. 12 ceremony.



Photo courtesy of Byron Lemmon  
Matthew Russell; Scott Jones, owner of G.S. Jones Construction; and Byron Lemmon at a Patriot Award presentation March 10.

**BOUNTIFUL** — Byron Lemmon, ESGR Utah committee member, presented a Patriot Award March 10 to Scott Jones, of G.S. Jones Construction.

Jones was nominated by employee PFC Matthew Russell, of Alpha Company, 489th Brigade Support Battalion, Utah National Guard.

"He gives me time off work with no questions asked when it comes to my service," said Russell.



## Out and About



Photo courtesy of Kay Hargis  
Danna Asay, Petty Officer Michael Bruderer, Kevin Cummings, and Kay Hargis at a Patriot Award presentation at Davis Applied Technology Dec. 23.

**KAYSVILLE** — U.S. Naval Reserve Petty Officer Michael Bruderer nominated supervisors Danna Asay and Kevin Cummings at Davis Applied Technology College for their support of his military service.

ESGR Utah's Kay Hargis presented the awards to Asay and Cummings Dec. 23.



Photo courtesy of Mel Osborn  
Dawn McDowell, production manager at SKF Sealing Solutions, center, and her employees receive the Patriot Award from Mel Osborn, right.

**LAVERKIN** — Dawn McDowell, production manager at SKF Sealing Solutions, received the Patriot Award after being nominated by SPC Daniel Morris of Charlie Battery, 2-222nd Field Artillery.

ESGR Utah's Mel Osborn and Dallin Nielsen presented the award to McDowell Jan. 10.



Photo courtesy of Kay Hargis  
Recipient Nichole Norman and nominator SPC Jay Poulsen in attendance at a Patriot Award ceremony Dec. 3 in Ogden.

**OGDEN** — Nutraceutical's Nichole Norman, nominated by SPC Jay Poulsen, of the 115th Maintenance Company, Utah National Guard, received the Patriot Award Feb. 2.

Kay Hargis of ESGR Utah's Region I, presented the award to Norman.

"When I get a call informing me about drills, she gives time to take the call," said Poulsen of the support Norman gives him at work.



Photo courtesy of Kay Hargis  
SGT Jayrod Garrett, Debbie Cragun, and Carey Anson pose for a photo at a Patriot Award ceremony Feb. 2 at Weber State University.

**OGDEN** — ESGR Utah volunteer Carey Anson presented a Patriot Award Feb. 2 to Debbie Cragun, of Weber State University, for her support of employee SGT Jayrod Garrett, of the 2-222nd Field Artillery.





Photo courtesy of Kay Hargis

Kay Hargis, of ESGR Utah; Dixie Mathis, of Stevens-Henager College in Ogden; and MAJ Ammon Campbell at Patriot Award event Feb. 4.

**OGDEN** — Major Ammon Campbell, 19th Special Forces Group, Utah National Guard, nominated supervisor Dixie Mathis at Stevens-Henager College for a Patriot Award.

Kay Hargis, of ESGR Utah's Region I, presented the award to Mathis Feb. 4.



Photo courtesy of Mark Harrison

Kerry Adams, left, and Quinn Kofford, right, are joined by ESGR Utah's Mark Harrison at a Patriot Award presentation Feb. 10.

**AMERICAN FORK** — Specialist Amber Lindsey is a new recruit in the Utah National Guard. She nominated supervisor Kerry Adams and owner Quinn Kofford for the Patriot Award.

Mark Harrison, of ESGR Utah, made the presentation at Quinn Kofford Law Office Feb. 10.

"They have really taken time to understand that I love my country and respect me for having the gumption to join [the military]," wrote Lindsey in her nomination of Adams and Kofford.

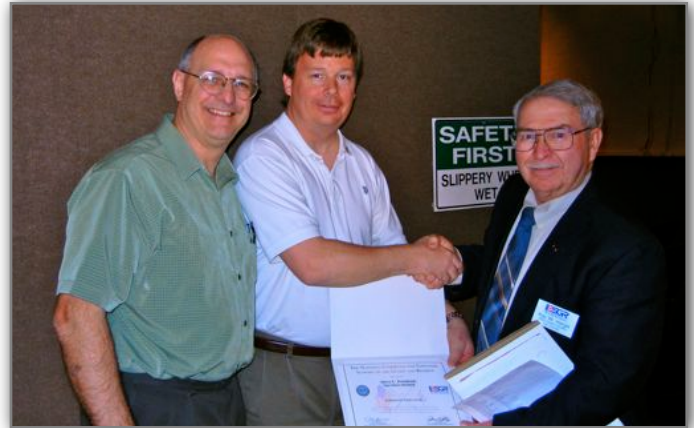


Photo courtesy of Kay Hargis

LTC David Brocious; Steve Friedrich, of Hill Air Force Base; and Kay Hargis at a Patriot Award ceremony Feb. 16.

**HILL AIR FORCE BASE** — Steve Friedrich, a civilian supervisor with the 520th Software Maintenance Squadron received the Patriot Award from ESGR Utah's Kay Hargis Feb. 16.

"He recognizes and appreciates the value of a Veteran," said employee LTC David Brocious, of Joint Forces Headquarters, Utah National Guard.



Photo by SFC Stacey Berg

Bart Davis, left, and MG Brian Tarbet, right, congratulate COL Gregory Cluff for his Patriot Award Jan. 4 in support of employee LTC Matt Price.

**DRAPER** — Colonel Gregory Cluff, director of the Utah National Guard's Information Management office, received the Patriot Award from ESGR Utah's Bart Davis and MG Brian Tarbet, adjutant general of the Utah National Guard, during a ceremony Jan. 4.

Cluff was nominated for the award by LTC Matt Price, who is currently deployed to Iraq as commander of the Utah Guard's 141st Military Intelligence Battalion.



## Annual Conference

SALT LAKE CITY — ESGR Utah held its annual two-day conference March 25-26 at the Salt Lake Sheraton to honor outstanding civilian employers, volunteers and other supporters of Utah's Guard and Reserve, as well as to provide training for volunteers to more effectively serve our state's Airmen, Sailors, Marines, Soldiers, and their employers.



At the awards banquet March 25, ESGR Utah State Chairman Bart Davis presented keynote speaker Ronald G. Young with a Golden Spike Award for Young's service as executive director of the National Committee for Employer Support of the Guard and Reserve.

Young then joined Davis in presenting Seven Seals awards to the following individuals and organizations:



- BG Jefferson Burton, Utah Army National Guard
- Headquarters, Navy Operations Center, Fort Douglas
- Frank Maughan, ESGR volunteer/Veterans advocate
- Connie Vigil, VA Medical Center, Salt Lake City
- Maria Fruin, VA Medical Center, Salt Lake City
- Dr. Steven Allen, VA Medical Center, Salt Lake City
- Janalee Green, Veterans Administration, Salt Lake City



The Seven Seals award, depicting the heraldry seals of the seven military Services, is given at the discretion of the ESGR committee chairman to recognize the efforts by a citizen, business, or organization, whose supportive



actions have benefited all of the Reserve Components in a significant manner. Recipients of this award do not necessarily employ Reservists, but have demonstrated outstanding support, commitment, and extreme patriotism to the United States military.





Davis and Young then presented four ESGR Utah volunteers, John-Michael Zimmerle, Richard DeWolf, Kay Hargis and Mel Osborn, a Golden Spike Award for rendering significant service in support of the mission of ESGR, which is to promote cooperation and under-



standing between Reserve Component members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment.



Two employers of Utah's Guard and Reserve, L-3 Communications, of Salt Lake City, and Nucor Building Systems in Brigham City, received the Above and Beyond award for going above and beyond the legal requirements for granting leave and providing support for military duty by their employees.

Receiving the Pro Patria award, the highest honor that a state ESGR committee can bestow, were L-3 Communications, Nucor Building Systems, and the City of Draper.



The Pro Patria award is presented annually by ESGR committees to employers in their state or territory who have provided the most exceptional support of our national defense through leadership practices and personnel policies that support their employees who serve in the National Guard and Reserve.



Rounding out the evening was a special presentation to Byron Lemmon, longtime ESGR Utah volunteer, for his exceptional service. An emotional Bart Davis outlined Lemmon's decades of work to support employers and Servicemembers and then presented him with a lifetime-achievement award and a bouquet of roses to Lemmon's wife Patty.



## Annual Conference



The following day, March 26, ESGR Utah committee members gathered at the Sheraton to receive briefings and training. Chairman Davis introduced the new members of the ESGR Utah team, and a number of presenters discussed a variety of topics to include



military outreach, employer outreach, ombudsman, public affairs, and employer partnerships. Then the region chairs led individual breakout sessions to plan their activities and set goals for the coming year.



See more photos of the 2011 Annual Conference at <http://bit.ly/gNpnA2> and <http://bit.ly/ec2Plz>



## Top Ten Reasons to Hire Members of the Guard and Reserve



# TOP TEN REASONS

## WHY MEMBERS OF THE GUARD AND RESERVE MAKE GOOD EMPLOYEES

- 10. Global Perspective** Military employees have experiences that directly relate to current world events.
- 9. On-Time, All the Time** Military employees know that every second counts.
- 8. First Class Image** Military employees understand a professional appearance is a must.
- 7. Calm Under Pressure** Military employees are resilient and know how to handle stress, both on and off the job.
- 6. "Can Do" Attitude** Military employees possess critical skills and understand that nothing is impossible.
- 5. Physical Conditioning** Military employees are in top physical condition, resilient, and drug-free.
- 4. Understand Diversity** Military employees have succeeded in a very diverse workplace.
- 3. Responsibility** Military employees know how to make decisions and take responsibility for meeting deadlines.
- 2. Professionalism** Military employees have a high degree of integrity, an air of self-respect, and a sense of honor.

And the number one reason:

# LEADERSHIP

Military employees are excellent leaders and outstanding followers - loyal, dedicated, and highly motivated.



## Tips and Info

### Public Affairs

#### Publicizing ESGR Events and Information

- Encourage your local newspaper, radio, or television station to sign a Statement of Support. Once they know what an SOS is, they will be more likely to respond when you invite them to cover SOS or other award events.
- Provide advance notice to ESGR Utah Public Affairs so that we can advise the local press of your event.
- If you see or hear media coverage of a local ESGR event, please forward the link or the information to Public Affairs.
- No need to print out every page of the latest newsletter to hand out. Just print out the first page, which links to the full electronic version.

#### Submissions for ESGR Utah Newsletter

- Include name, title, and organization of each person in the photo, and don't forget to send the name of the person who took the photo.
- To preserve the sanity of the newsletter editor at press time, please include a brief but detailed description of the event to include date, location, and what type of award was presented.
- Photos taken with mobile phones **do not** have the level of quality necessary for publication in the newsletter. Please use a camera that takes photos of at least 1 MB.
- Send photo attachments rather than a link to an online photo-sharing site.

#### Internet Resources

- ESGR Utah Web Site: <http://bit.ly/go0YrP>
- ESGR National Web Site: [www.esgr.org](http://www.esgr.org)
- ESGR Utah photo page: <http://bit.ly/eQooPP>

### Contact Us

Your feedback has helped us improve the ESGR Utah newsletter with each new issue. Please E-mail LTC Hank McIntire at [hank.mcintire@us.army.mil](mailto:hank.mcintire@us.army.mil) or call (801) 432-4407 with your comments.

### For Employers

#### USERRA

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) is the Federal law that establishes rights and responsibilities for members of the National Guard and Reserve and their civilian employers. USERRA affects employment, reemployment, and retention in employment, when employees serve, or have served in the uniformed Services.

Congress provided the statutory authority for investigating alleged violations of USERRA to the U.S. Department of Labor (DoL). If DoL finds that an employer has likely violated USERRA, DoL may refer the case to the U.S. Department of Justice for legal action against the employer.

#### ESGR and USERRA

ESGR informs and educates Servicemembers and their civilian employers regarding their rights and responsibilities governed by USERRA. ESGR does not enforce USERRA, but serves as a neutral, free resource for employers and Servicemembers. ESGR's trained ombudsmen provide mediation for issues relating to compliance with USERRA.

The law applies to all public and private employers in the United States to include federal, state, and local governments, regardless of size. Providing that the Servicemember met all criteria, employers must provide the following:

- Prompt job reinstatement
- Accumulation of seniority, including pension-plan benefits
- Reinstatement of health insurance
- Training/retraining of job skills, including accommodations for the disabled
- Protection against discrimination

### Key ESGR Utah Staff

- Bart Davis, State Chairman, (801) 432-4937
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- Martin Walsh, Employer Outreach, (801) 652-2836
- Dennis Johnson, Military Outreach (801) 652-8897